News Release

Aug.19,2025
ExaWizards Inc.
(TSE Code No.4259)

ExaWizards Launches AX Training Programs to Develop AI Talent For All Employees, from Management to New Graduates

— Accelerating Corporate AX Transformation
And Supporting Enterprise Innovation Through AI Agent Utilization —

ExaWizards Inc. (Minato-ku, Tokyo; Representative Director, President & CEO: Makoto Haruta; hereinafter "ExaWizards") announces the full-scale launch of its "AX Human Resource Development Solution" (hereinafter "the Solution") on August 19, 2025. This solution targets mid-tier to large enterprises to support corporate transformation through AI agents. The solution provides comprehensive training programs designed to help companies pursuing AX (AI Transformation) develop AI transformation leaders and improve AI literacy to achieve operational reforms and organizational transformation.



☑ Social Background and Challenges

The rapid evolution of AI technology requires companies to pursue fundamental operational and organizational AI-based transformations that go beyond conventional DX. This highlights the importance of skills of building and utilizing AI agents that solve internal business challenges. Additionally, employment forecasts predict a shortage of up to 124,000 AI professionals in Japan by 2030*1, and the advancement of government reskilling support measures and mandatory disclosures of human capital information emphasizes the need for improvements to AI literacy and the development of AX talent.

Challenges such as insufficient understanding among management and a lack of AI utilization knowledge and talent and are prominent in non-IT industries such as manufacturing, finance, trading companies, distribution, retail, and infrastructure. This solution develops personnel who can create and master AI agents, achieving operational efficiency improvements for enterprises.

*1: Ministry of Economy, Trade and Industry "Survey on IT Human Resource Supply and Demand" (published in 2019)

☑ **The AX Human Resource Development Solution**

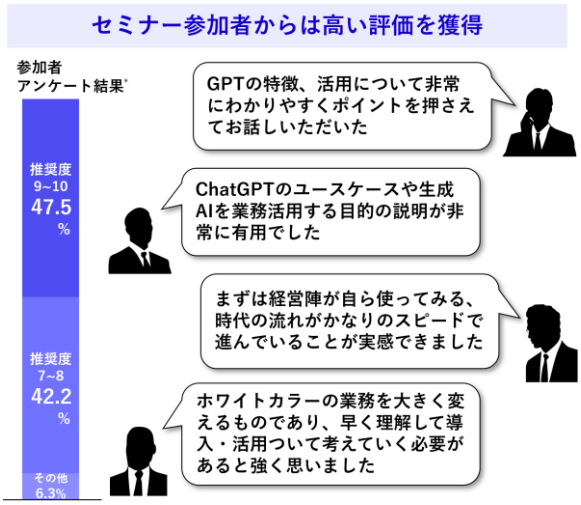
This solution targets all personnel, from new graduates to management, supporting everything from daily operational improvements using AI to developing prototypes that solve actual workplace challenges. The solution fosters an AI utilization culture throughout the enterprise and achieves sustainable transformation.

1. AX Training for Management

Training helps executives understand the key points for management innovation in the AI era and accelerates investment decisions. Lectures and Q&A sessions provide participants with an understanding of the ideal state of management, organizations, and operations, and clarifies the direction of management reform in the AI era.

*Management training sessions feature not lectures and popular hands-on "mini-exercises."





Left photo: Executive seminar for several hundred participants held in the past; Right photo: Survey results and participant comments

2. Training for Core Leaders

Training for core leaders provides leadership for operational reforms and skills for designing and developing AI agents. Practical AI agent development provides business flow visualization and idea-thons and hackathons. The program supports the development of specific prototypes directly applicable to actual operations.

Compatible with various AI agent development platforms:
exaBase Studio*2, exaBase Generative AI*3, Dify, n8n, Microsoft Copilot Studio, and others
*2: For exaBase Studio: https://exawizards.com/exabase/studio/
*3: For exaBase Generative AI: https://exawizards.com/exabase/gpt/

3. AX Literacy Training for All Employees

This training program offers flexible learning formats ranging from online to in-person training sessions, tailored to each company's needs to achieve efficient learning in a short period. The curriculum systematically covers everything from the fundamental mindset required in the AI era to

the latest trends and AI ethics and governance, aiming to help participants acquire the foundational skills needed to effectively utilize AI in practical business situations. Through this approach, all employees will develop AI literacy, accelerating digital transformation across the entire organization.

☑ **Expected Outcomes from Implementation**
Implementation of the AX Human Resource Development Solution is expected to achieve the following outcomes:

- Improved AI literacy for all employees
- Development of AX promotion leaders
- Response to digital human capital management and improvement of DX planning and promotion capabilities
- Operational transformations through AI agents
- Operational improvement ideas through prototype development

☑ **Training Case Study**
①Hankyu Hanshin Properties Inc. × ExaWizards
https://exawizards.com/works/24925/
Understanding each employee's DX skills and personalized learning
Five projects from the idea generation program are currently progressing toward implementation

② AEON × ExaWizards
https://exawizards.com/works/27151/
Deployed "exaBase Generative AI" to 1,000 employees across 90 companies in all business formats within 3 months
DX training organization supports adoption and implementation, further improving high utilization rates

③ Generative AI training services for regional financial institutions already being provided
https://exawizards.com/archives/26523/

☑ **Future Outlook**
ExaWizards intends to enhance training content and introduce new training lineups. We will expand AI agent development platforms that can support training.

Beyond providing training, ExaWizards will develop talent to lead corporate AX transformations through staged processes of visualization, development, and implementation by working backward from the "desired talent profile." We will provide support tailored to each company's situation, including policy design for each layer of management, core leaders, and all employees.

☑ **Seminar Information**
On August 29, 2025, we will hold a seminar introducing details about this service.
"AX Human Resource Development Service Introduction Seminar "

- Registration: https://event.exawizards.com/dxp/dia/2025103
- Date and Time: August 29, 2025 (Wednesday) 12:00-12:30
- Participation Fee: Free
- Format: Online (Japanese only)
-

For details and inquiries about the AX Human Resource Development Solution, please visit the link below:
https://event.exawizards.com/dxp/dia/2025109

ExaWizards Company Profile
Company name: ExaWizards Inc.
Location: 4-2-8 Shibaura, Minato-ku, Tokyo, 5F
Established: February 2016
Representative: Makoto Haruta, Representative Director, President & CEO
Business: Industrial innovation and resolution of social issues via AI service development
URL: https://exawizards.com/en/

<Media Contact>
ExaWizards Inc. Public Relations: publicrelations@exwzd.com